WTVJ and WSCV 2016 Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WTVJ and WSCV.

The information contained in this Report covers the time period beginning October 1, 2015 to and including September 30, 2016 (the "Applicable Period").

The FCC's EEO Rule requires that this Report contain the following information:

- 1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
- 2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
- 3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
- 4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
- 5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c) (2) of the FCC rules.

2016 Annual EEO Public File Report

I. Vacancy Recruitment

Covering the Period from October 1, 2015 to September 30, 2016 Stations Comprising Station Employment Unit: WTVJ and WSCV

	WTVJ Hires					
Quantity	Position Title	Date Filled	Recruitment source(s) used to fill vacancy	Recruitment Source for Candidate(s) Hired	Number Hired	Number Interviewed
1	Client Operations Representative	10/05/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	University of Miami	1	11
1	Photographer/ Editor	11/16/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Company Transfer	1	5
1	Producer	11/30/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Employee referral	1	8
1	Editor	11/30/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing	1	3
1	Morning Anchor	12/16/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Talent Agency	1	5
1	Photojournalist	01/04/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing	1	5
4	Associate Producer	1/11/2016 1/11/2016 1/11/2016 1/25/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	-YOH Staffing -YOH Staffing -nbcunicareers.com -Employee Referral	4	7
1	Community Relations & PR Manager	01/11/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Company Transfer	1	4
1	Photojournalist	02/22/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Employee referral	1	2
1	Account Manager	02/29/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Former Employee	1	6
1	Technician	03/14/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Miami-Dade College	1	4

1	APC Associate	04/04/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Florida International University	1	2
1	VP Creative Services	04/11/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	nbcunicareers.com	1	4
2	Deputy Editor	04/15/2016 06/27/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	-Employee referral -Internal Promotion	2	7
1	Consumer Reporter	05/02/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Talent Agency	1	4
1	Meteorologist	05/02/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Talent Agency	1	3
1	Manager Accounting/Finance	05/02/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	nbcunicareers.com	1	4
1	Reporter	05/02/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Reporter in Development Program	1	1
2	Photojournalist	05/10/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	-Employee Referral -nbcunicareers.com	2	4
1	Associate Producer	05/16/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing	1	1
1	Producer	05/23/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Employee Referral	1	6
1	Client Operations Representative	06/13/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Employee Referral	1	8
1	Associate Producer	06/13/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Employee Referral	1	2
1	Preditor	07/13/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	nbcunicareers.com	1	1
1	Producer	07/25/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Promotion	1	1

1	Associate Producer	08/08/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Florida Atlantic University	1	1
1	Producer	08/08/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Company Transfer	1	1
1	Social Media Editor	08/08/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Florida Agricultural and Mechanical University	1	5
1	Client Operations Representative	08/08/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Employee Referral	1	1
1	Photojournalist	08/15/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	nbcunicareers.com	1	2
1	Community & Programming Coordinator	09/26/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Company Transfer	1	10
1	Reporter	09/26/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Talent agency	1	3
WTVJ Total Number of Persons Interviewed					131	

	WSCV Hires					
Quantity	Position Title	Date Filled	Recruitment source(s) used to fill vacancy	Recruitment Source for Candidate Hired	Number Hired	Number Interviewed
1	VP Creative Services	10/19/2015	Recruitment Source List Contacted for Each Full- time vacancy (see Appendix A)	Internal Company Transfer	1	5
1	APC Operator	11/02/2015	Recruitment Source List Contacted for Each Full- time vacancy (see Appendix A)	Internal Promotion	1	3
1	Technician	11/16/2015	Recruitment Source List Contacted for Each Full- time vacancy (see Appendix A)	Employee Referral	1	2
1	Account Manager	11/30/2015	Recruitment Source List Contacted for Each Full- time vacancy (see Appendix A)	nbcunicareers.com	1	6

1	APC Associate	11/30/2015	Recruitment Source List Contacted for Each Full- time vacancy (see Appendix A)	YOH Staffing	1	1
1	Broadcast Engineer	11/30/2015	Recruitment Source List Contacted for Each Full- time vacancy (see Appendix A)	Employee Referral	1	9
1	Investigative Producer	01/04/2016	Recruitment Source List Contacted for Each Full- time vacancy (see Appendix A)	Internal Company Transfer	1	1
1	Reporter Anchor	01/25/2016	Recruitment Source List Contacted for Each Full- time vacancy (see Appendix A)	YOH Staffing	1	1
1	Digital Account Manager	01/25/2016	Recruitment Source List Contacted for Each Full- time vacancy (see Appendix A)	Internal Company Transfer	1	2
1	APC Operator	03/07/2016	Recruitment Source List Contacted for Each Full- time vacancy (see Appendix A)	Internal Promotion	1	1
1	Reporter	03/21/2016	Recruitment Source List Contacted for Each Full- time vacancy (see Appendix A)	nbcunicareers.com	1	1
1	Meteorologist	06/27/2016	Recruitment Source List Contacted for Each Full- time vacancy (see Appendix A)	YOH Staffing	1	4
1	Writer Producer	09/19/2016	Recruitment Source List Contacted for Each Full- time vacancy (see Appendix A)	Internal Company Transfer	1	7
1	Producer	09/20/2016	Recruitment Source List Contacted for Each Full- time vacancy (see Appendix A)	Internal Company Transfer	1	2
WSCV Total Number of Persons Interviewed				45		

Total Number of Persons Interviewed During Applicable Period for WTVJ and WSCV: <u>176</u>

II. Recruitment Source Information for Vacancies

Covering the Period from October 1, 2015 to September 30, 2016 Stations Comprising Station Employment Unit: WTVJ and WSCV

Recruitment Source	Total Number of Interviewees This Source Has Provided During This Period (if Any)
University of Miami	1
Florida Agricultural and Mechanical University	1
Florida International University	1
Miami –Dade College	1
Employee Referral	11
YOH Staffing Agency	8
Florida Atlantic University	1
www.nbcunicareers.com	8
Talent Agency	4
Internal Company Transfer	9
Internal Promotions	4
Reporter In Development	1
Former Employee	1
TOTAL	51

III. Non-Vacancy Specific Recruitment Activities

Covering the Period from October 1, 2015 to September 30, 2016 Stations Comprising Station Employment Unit: WTVJ and WSCV

	JOB FAIR PARTICIPATION				
Organization	Date	Event	Participant(s)		
Vet Net	11/10/15	2015 Veteran's Day Virtual Career Fair	James Arroyave TLMD Station Group- Talent Acquisition recruiter		
Miami Dade College Wolfson Campus	03/16/2016	ACCESS-MEED Job Fair Supporting Diversity and Inclusion in the Workforce	James Arroyave TLMD Station Group- Talent Acquisition recruiter & Lorena Ferreira WSCV HR Administrative Assistant		
Florida International University	04/06/2016	Speed Interviewing Event	James Arroyave TLMD Station Group- Talent Acquisition recruiter		
National Association of Hispanic Journalists - South Florida Chapter	05/21/2016	NAHJSFL Job Fair	James Arroyave TLMD Station Group- Talent Acquisition recruiter		
AMS- American Meteorological Society Conference	06/15/2016- 06/17/2016	44th Conference on Broadcast Meteorology	James Arroyave TLMD Station Group- Talent Acquisition recruiter		
National Associations of Black & Hispanic Journalists	08/03/2016- 08/07/2016	NABJ & NAHJ Convention and Career Fair	Helga Silva WSCV VP of News, Migdalia Figueroa WTVJ VP of News		
NWA – National Weather Association Conference	09/10/2016- 09/15/2016	National Weather Association's 41st Annual Meeting	Ryan Phillips – NBC6 Morning Meteorologist		

EDUCATIONAL INSTITUTION SPONSORED CAREER OPPORTUNITIES AND COMMUNITY GROUP SPONSORED ACTIVITY PARTICIPATION

Organization	Date	Event	Participant(s)
Young Women with a Purpose	10/31/2015	Station Tour & Career Opportunities/College Workshop	lliana Jauregui, WTVJ Manager Client of Operations, Trina Robinson WTVJ Anchor, Ellen Gorringe, WSCV/WTVJ HR Director, Miryam Hernandez WSCV/WTVJ HR Manager
Asian American Journalists Association ICON	11/06/2015	Inspire, Imagine and Influence Leadership Conference Panel Discussion	Migdalia Figueroa, VP News WTVJ
University of Miami	11/11/2015	University of Miami's School of Communication: Panelist of local news executives	Migdalia Figueroa, VP News WTVJ
Veterans Network	11/11/2015	Veteran's Day Parade	James Arroyave TLMD Station Group- Talent Acquisition recruiter
University of Central Florida	12/17/2015	2015 Winter Externship Experience	Gaby Carpio WTVJ Assignment Manager, David Henderson WTVJ Executive Producer, Frank Adelson WTVJ Editor
Women of Tomorrow	12/09/2015	Station Tour and presentation of News and Media	Trina Robinson WTVJ Anchor
Leadership Broward	12/10/2015	Media Day and Station Tour	Larry Olevitch, WTVJ GM & President
Tecnológico de Monterrey	12/18/2015	Station Tour and Discussion regarding the influence of Hispanic market in US Media Industry to students	Manuel Martinez, TLMD Stations President
St. Brendan's Elementary	01/25/2016 & 01/29/2016	Station Tour and Discussion regarding the importance of Media and relevance of the Broadcasting Industry	Ramon Brayan, WTVJ Account Manager
Nova Southeastern University	01/30/2016	Multimedia Conference: "How Social Media is being used in a Television/News Environment"	Barbara Besteni WTVJ Director of Integrated Media, Brandon Lopez WTVJ Social Media Producer
Law Enforcement Officers Memorial High School	01/28/2016	Young Women With Purpose Station Tour and Q&A Panel Session regarding the broadcasting industry	Migdalia Figueroa, WTVJ VP of News; Abel Aluart Duopoly Production Manager
Benjamin High School, Palm Beach County	02/19/2016	Career Day Presenter	Larry Olevitch, WTVJ GM & President
The University of Texas at Austin	02/22/2016	American Heritage School of Boca/Delray College Fair	Ella Goldberg. WTVJ & WSCV VP of Finance

Young Women with a Purpose	02/27/2016	Career Opportunities/College Workshop	lliana Jauregui, WTVJ Manager Client of Operations, Sheli Muniz WTVJ Anchor, Miryam Hernandez WSCV/WTVJ HR Manager
NSHMBA	03/31/2016	NSHMBA Networking/Recruitment Event	Enrique Caballero – SVP, TLMD Human Resources, James Arroyave, TLMD Talent Acquisition and JC Delgado, TLMD Talent Acquisition.
University of Miami	04/13/2016	Meteorology workshop & Networking	Larry Olevitch, WTVJ GM & President; Ryan Phillips, WTVJ Meteorologist
Ponciana Park Elementary	05/04/2016	Career Day	Jamie Girola, WTVJ Reporter
Mater Gardens Academy	05/18/2016	Career Day	Sandra Esquivel, WTVJ Investigative Producer, Myriam Masihy, WSCV Consumer Reporter
Miami-Dade Gay & Lesbian Chamber of Commerce	07/27/2016	"Using the Power of Media to Market your Organization"	Sean Michael, WTVJ Account Manager

EMMA BOWEN FOUNDATION FOR MINORITY INTERESTS IN MEDIA: WTVJ is proud of its long standing partnership with the Foundation in growing minority youth for opportunities in the media. During a unique work-study and scholarship program, the goal is to expose minority teenagers to work experience during high school and college years. In 2005, WSCV joined the program to build a diverse pipeline within both stations. Both WSCV and WTVJ have hired a combined total of seven full time employees and also provided temporary assignments to graduating students. Unfortunately, our current Emma Bowen student was not able to participate, at the last moment, this summer. The program has also given station employees the opportunity to mentor and coach these students to build a pipeline of future diverse employees.

INTERNAL SKILLS ENHANCEMENT PROGRAM: Training is a key element in providing all employees with the opportunity to grow their careers by adding skills to their career tool kit. As a result, employees are growing to expand within their current roles and gaining the skills to advance into leadership roles.

During the report year, WSCV, WTVJ and Telemundo stations have participated in ranging from interviewing to engagement training for managers and Harassment Prevention training for all employees. Our sales teams have attended rigorous digital training to gain the knowledge and skills to sell in a digital environment

Seven WSCV/WTVJ managers and leaders attended leadership training conducted by our NBCU Talent Lab. The courses ranged from new management to leadership skills training.

INTERNSHIP PROGRAM: During the current Public File Annual Report year, 16 interns have participated in the internship program for the summer semester including 87% minorities and 74% females. The WSCV/WTVJ Internship program continues to build a pipeline of diverse future employees. The stations continue to partner with Florida Atlanta University, Fort Lauderdale Art Institute, University of Miami, University of Florida and Florida International University to attract large diverse populations. During the reporting year, a total of 3 former interns, from previous internship semesters, were either hired as full time employees or promoted to positions of greater responsibilities. Our mentors for this year included: Ken McAdams; WTVJ APC Operator, Alex Suarez; WTVJ Producer, Betty Frazier; WTVJ Research Manager, Vera Castillo; WSCV Senior Executive Producer, Jorge Rodriguez; WSCV Assignment Manager, Susan Solano; WSCV VP Creative Services and Community Relations, David Henderson; WTVJ Executive Producer, Sandra Esquivel; WSCV Investigative Producer, Luis Carrera; WSCV Meteorologist, Chris Clark; WTVJ Executive Producer, Ken Berk; WTVJ Creative Services Operations Manager, Gaby Carpio; WSCV Assignment Manager.

PRODUCER IN DEVELOPMENT PROGRAM: This NBC Owned Television Stations (NBCOTS) program is a fast track opportunity for individuals with the goal to learn newsgathering and enhance their producing skills. During the plan year, the WTVJ AM producing team engaged a diverse associate producer, Katherine Graubard, with the intent to strengthen her producing skills. A producer "boot camp" and additional training will be provided midyear within the program.

REPORTER IN DEVELOPMENT PROGRAM: WTVJ has entered into a third year as a participant in the NBCOTS Reporter in Training Program. This is a unique opportunity to expose reporters, with just a few years of experience in a small market, the opportunity to participate in an on the job training experience working at an NBCOTS station. WTVJ has hired two diverse reporters in the past three years and is currently engaging a new reporter trainee, Melissa Adan, who should be qualified to fill a reporter position in one of the NBCOTS markets.

WOMEN OF TOMORROW: WTVJ continues to support Women of Tomorrow (WOT), a mentoring organization established in 1997, by a former station President and GM and former WTVJ anchor/reporter. The program partners female community and business leaders with teenagers from local area schools. During the plan year, Trina Robinson, WTVJ News Anchor, is currently on the WOT board and has hosted tours and presentations with other female business role models.

YOUNG WOMEN WITH A PURPOSE: Young Women with a Purpose is a nonprofit 501 (c) (3) resource dedicated to helping disadvantaged young women to attend college. It was established in 2014 by Iliana Jauregui WTVJ Traffic Manager. The goal is to assist in educational and financial aid through fundraising, educational workshops and advisement, as well as volunteering initiatives. During the plan year, WTVJ and WTVJ managers hosted two career workshops for high school graduating seniors.

Appendix A: Recruiting Sources 2015 - 2016

Mr. Willy Williams American Adult Education Center 18350 NW 67 Avenue Hialeah, FL 33015 (305) 557-3770 wpwilliams@yahoo.com	Ms. Deborah Powell American Women in Radio & TV c/o WPLG 3900 Bisc. Blvd. Miami, FL 33137 305-576-1010 dpowell@wplg.com
Ms. Luwin Sanchez Employment Advisor Art Institute of Ft. Lauderdale 1799 SE 17 Street Ft. Lauderdale, FL 33316-3000 954-463-9293 / 800-275-7603 Isanchez@aii.edu	Mrs. Olivia Sarson Broward Community College 3501 SW Davie Rd. Ft. Laud., FL 33314 954-201-6612 954-201-6413 Fax osarson@broward.edu
Ms. Agenis Gonzalez Centro Campesino Career Planning Office PO Box 343449 Florida City, FL 33034 305-245-7738	Ms. Claire L. Persichilli Placement Dir. City College 2000 West Commercial Blvd, Ft. Lauderdale, FL 33309 954-492-5353 cpersichilli@citycollege.edu
Ms. Aurora Thomen Ms. Kyla Bailey Eastern New Mexico University Counseling and Career Services SAS 214, ENMU Station #34 Portales, NM 88130 (505) 562-2211 (505) 562-2215 Kyla.Bailey@enmu.edu	Ms. Ana Gonzalez Mary Gomez Office Manager Epilepsy Assoc. of Broward County 512 NE 3 Ave. Ft. Laud., FL 33301-3236 (954) 779-1509 mgomez@epilepsysofla.org

Ms. Janelle Dougery Fellowship House 5711 So. Dixie Hwy. So. Miami, FL 33143 305-667-1036 jdougery@fellowshiphouse.org	Mr. James Watson Florida Atlantic University Career Development Ctr. P.O. Box 3091 Boca Raton, FL 33431-0991 561-297-3533 jwatson@fau.edu career@fau.edu
Ms. Susan Hill Job Placement Coordinator Florida Computer & Business School 1321 Sw107th Ave #201B Miami, Fl. 33174 (305) 553-6065/Fx (305) 225-0128 shill@careercollege.edu	Ms. Betty Clark Student Employment Florida Community College 11901 Bch. Blvd., U-110 Jacksonville, FL 32246 904-633-8492 bgclark@fccj.edu
Ms. Kathy Payne Foreman Director of Career Services Edward Waters College 1658 Kings Road Jacksonville, Florida 32209 904-470-8007 careerservices@ewc.edu	School of Journ. & Mass Commun. Florida Intl. University/N. Campus 3000 NE 145 St. No. Miami, FL 33181 Advertising: Kate Kahler 305-919-4578 heclayto@fiu.edu Journalism: Harold Clayton 305-919-5634
Steven Davis, Assistant Director Florida Memorial College 15800 NW 42 Ave. Miami Gardens, Fl 33054 (305) 626-3782 cdcenter@fmuniv.edu	Ms. Karen Trudeau Film Employer Liaison Full Sail Real World Education 3300 University Boulevard Winter Park, Fl. 32792 407-551-2023 ext. 5615 ktrudeau@fullsail.com

Mr. Carlos Ericksen Hispanic Link News Svcs., Inc. 1420 N. St., NW Washington, DC 20005 (202) 234-0280 editor@hispaniclink.org	Ms. Linda Collins Career Services J. Edwards Waters College 1658 Kings Rd. Jacksonville, FL 32205 (904) 355-3030 Ext
Nat'l Headquarters Japanese American Citizens League 1765 Sutter St. San Francisco, CA 94115 (415) 921-5225 jacl@jacl.org	Ms. Sofia Suarez Job Service of Florida 633 NE 167 St., #200 No. Miami Bch., FL 33162-3497 (305) 654-7175 X 223 Fax (305) 654-7188 ssuarez@southfloridaworkforce.com
Mr. Jeffrey Johnson JVS/Jewish Vocational Svc., Inc. 735 NE 125 St. Miami, FL 33161-5645 (305) 899-1587 jjohnson@jcsfl.org	Lori Alonso Director of Student Services Keiser University - Pembroke Pines 12520 Pines Blvd. Pembroke Pines, FL 33027 954.431.4300 (Phone) 954.431.2929 (Fax)
Mrs. Connie Rodriguez Little Havana Activities Ctr. 700 SW 8 St., #210 Miami, FL 33130 305-858-7783	Mark Shinstone Owner/Manager Media Line PO Box 51909 Pacific Grove, CA 93950 800-237-8073 medialine@medialine.com

Mr. Frank J. Boulton McFatter Technical Ctr. 6500 Nova Dr. Davie, FL 33317 954-370-8324 fboulton@bellsouth.net	Debra Pierce Director of Career Services Miami Intl University of Art & Design 1501 Biscayne Blvd., Suite #100 Miami, FL 33132-1418 1800-225-9023 pierced@aii.edu
Holly Prociv Career Services Advisor Miami Intl University of Art & Design 1501 Biscayne Blvd., Suite #100 Miami, FL 33132-1418 (305) 428-5973 hprociv@aii.edu	Ashley Serrate Career Services Director Miami Media School 901 South Miami Ave, STE 303 Miami, FL 33130 305) 728-1120 aserrate@beonair.com
Ethel Duncan NAACP Miami-Dade P.O. Box 315 Opa Locka, FL 33054 305-685-8694 Ethel.duncan@naacpmiamidade.org	Mr. Steve McDowell College of Commun./R-42 Motion Picture & TV Advisory Council Florida State University Tallahassee, FL 32306 850-644-2276/Fax:850-644-8642 karen.ball@comm.fsu.edu
Adela Green Mgr. Of Partner Services & Career Services National Black MBA Assoc. 180 N. Michigan Ave., #1400 Chicago, IL 60601 (312) 580-8070/Fax: (312) 236-4131	Ms. Juliet Reid Job Bank Coord./So. FL Chptr. Natl. Assoc. of Black Journalists c/o WPBT; 14901 NE 20 Ave. Miami, FL 33181 305-949-8321 juliet reid@wpbt.org

Mr. Willy Sims Office of Black Affairs 111 NW 1 St., #615 Miami, FL 33128-1967 (305) 375-4606 wsims@miamidade.gov	Mr. Willy Sims Office of ADA Coordination 111 NW 1 St., 12 th Floor #348 Miami, FL 33128-1967 (305) 375-3566 wsims@miamidade.gov
Keith McCalister Organization of Chinese Americans 1001 Connecticut Ave., NW, #601 Washington, DC 20036 (202) 223-5500/Fax: (202) 296-0540 oca@ocanatl.org	Mr. Willy Sims Office of Latin Affairs 111 NW 1 St., 6th Flr. Miami, FL 33128 305-375-4634 (305) 375-5270 Fax wsims@miamidade.gov
Sharon Melville Pinellas County Urban League 333 31st St., No. St. Petersburg, FL 33713 727-327-2081 skillsbank@pcul.org	Mr. Nathaniel J. Wilcox Executive Dir. People United to Lead the Struggle for Equality (PULSE) 150 NE 19 St. Miami, FL 33132 305-576-7590 pulsemia@aol.com
South Florida Workforce 7300 NW 19 Street, Suite 500 Miami, FL 33126 305-551-0090 jobbank@southfloridaworkforce.com	Tammy Davidson Right Management Consultants 2101 West Commercial Blvd., #2000 Ft. Lauderdale, FL 33309 (954) 486-1823/Fax: (954) 486-6255 tammy.davidson@rightflorida.com

Ms. Carter Tampa Urban League, Inc. 2306 N Howard Ave Tampa, FL 33607-2613 (813) 229-8117	Mr. Tim DePalma Career Center St. Thomas University 16400 NW 32 Ave. Miami, FL 33054 305-628-6788 tdepalma@stu.edu
Ms. Rashawnda Wilson Dir., Off. of Career Plan. & Placement University of Miami 1204 Dickenson Dr., Bldg. #37R Coral Gables, FL 33134 (305) 284-5451/Fax: (305) 284-3688 advising.toppel@miami.edu	The Employment Clearinghouse Minority & Spec. Svcs. Dept. National Assoc. of Broadcasters 1771 N. St., NW Washington, DC 20036 202-429-5300 careercenter@nab.org
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